



## REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

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|--|---|---------------------|
| <u>Date:</u> 10/13/17  | <u>Interviewer:</u> Sue Guenter-Schlesinger | <b>RFA #17 – 62</b> |
| <u>Name of Person(s) Requesting Assistance:</u> [REDACTED], student  |   |                     |
| <u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED]   |   |                     |
| <u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> [REDACTED], [REDACTED]   |   |                     |
| <u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u><br>Misgendering of student by repeated usage of wrong pronoun |   |                     |
|  |   |                     |

To the best of your knowledge, please fill out the following:

Interviewee Status:    Male x   Female ☐   Administrator ☐   Faculty ☐   Staff ☐   Student x  
 Concern Regarding:    Male ☐   Female x   Administrator ☐   Faculty x   Staff ☐   Student ☐

**Category:** *(Please check at least one)*

- |  |  |   |                                     |  |
|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age                     | <input type="checkbox"/> Color             | <input type="checkbox"/> Creed              | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status      |
| <input type="checkbox"/> Marital Status          | <input type="checkbox"/> National Origin   | <input type="checkbox"/> Race               | <input type="checkbox"/> Religion   | <input type="checkbox"/> Retaliation         |
| x <input checked="" type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| x Gender Identity or Expression                  |  |   |                                     |  |

| Time Line |  |   |
|-----------|--|---|
| Date      | Item   | Comments  |
| 10/13/17  | SGS contacted by [REDACTED] Dept. Chair, [REDACTED]      | [REDACTED] said student [REDACTED] feels his Professor is not using correct gender programs. [REDACTED] prefers he/him/his                      |
| 10/19/17  | SGS emails [REDACTED]                                    | SGS indicates she would like to meet with [REDACTED] to learn more about his situation. Asks him to call to set up an appointment in EO Office. |
| 10/24/17  | [REDACTED] calls EOO; leaves message with Lynae Rickman. |   |
| 10/26/17  | SGS calls [REDACTED], no                                 |   |

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|          | answer, leaves voicemail.                                 |   |
| 10/26/17 | █████ calls EOO, speaks with Hailey Chittick              | Appointment with SGS set for 10/31/17.  |
| 10/31/17 | SGS & LB meet with █████                                  | <p>█████ explained that this is his second class with Professor █████. And █████ has consistently referred to █████ as she, after █████ politely explained that he is transgendered and uses he, him, his pronouns.</p> <p>Furthermore, █████ did not like a gender related comment █████ made regarding women liking avocados because the shape looks like a womb with a seed inside. █████ explained that this situation has caused him a lot of stress and anxiety which has resulted in █████ missing several classes.</p>  |
| 11/27/17 | █████ emails SGS to check on status of RFA                |   |
| 11/29/17 | SGS & LB meet with █████ and Steven Garfinkle (union rep) | <p>█████ expressed that she is really sorry for calling █████ by his improper pronoun. █████ said she did not do it intentionally. █████ indicated that █████ spoke to her several times about this situation. █████ further indicated that in █████ culture “she and he,” is expressed the same way.</p> <p>In addition, █████ said she did know how upsetting this was for █████. She said she did not make the connection in her mind. She said she is willing to do anything she can to make █████ feel better about this situation, and she is open to any suggestions from █████ or EOO. █████ was very remorseful and apologetic regarding calling █████ by his incorrect pronoun.</p> <p>LB and SGS’s told █████ that █████ was upset with a statement █████ made in class regarding women liking avocados because of the avocados curvy shape which looks like a womb with a seed inside. █████ clarified that she was discussing memory techniques to remember avocado’s being good for women, and associating it with the shape of a womb. She also mentioned that during that same conversation she discussed tomatoes being good for the heart, and associating the shape and color of tomatoes to a heart.</p> <p>SGS and LB indicated how important it is to use correct gender pronouns and the adverse impact her use of incorrect pronouns referring to █████ has had on him. SGS also indicated that █████</p> |



|          |                         |  |
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|          |                         | <p>█████ should stay away from examples using sexual overtones.</p>  |
| 12/8/17  | SGS & LB met with █████ | <p>SGS and LB explained to █████ that they met with █████ and talked to her about her continuously misgendering █████. SGS and LB told █████ that █████ appeared to be extremely remorseful regarding this situation, and said she did not misgendering █████ intentionally. SGS and LB also explained that █████ said that in her native █████ language, that “he” and “she” were the same word and this contributed to her confusion and misgendering █████ unintentionally.</p> <p>LB and SGS told █████ that █████ apologized █████ appeared to accept █████ apology and expressed that he would like the points added to his grade regarding the two classes he missed because of the stress and anxiety █████ caused █████ by continuously misgendering him.</p> |
| 12/8/17  | LB called █████         | <p>LB told █████ that he and SGS met with █████ and explained to █████ that █████ was very remorseful about continuously misgendering █████. LB then told █████ that █████ appeared to accept █████ apology and would like the points added for the two classes he missed because of the anxiety █████ caused █████ regarding this situation. █████ said she would add the points for the two classes which totaled approximately 10 points.</p>   |
| 12/11/17 | LB called █████         | <p>LB told █████ that █████ said she will add the points for the two classes █████ missed. █████ thanked LB for his help.</p>  |